Officer Education System

Designing Tomorrow's Leaders Today

V 5.0

Engineer Officer Education System Agenda

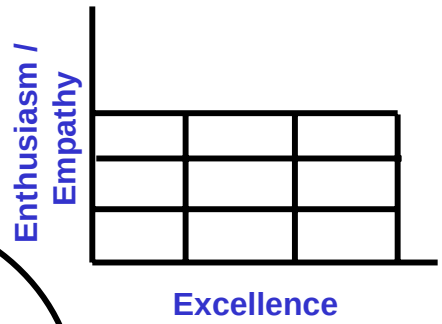
- Officer Education System - Overview
- Lieutenants
- Captains
- Warrant Officers
- Lieutenant Colonels, Colonels

Educational Model

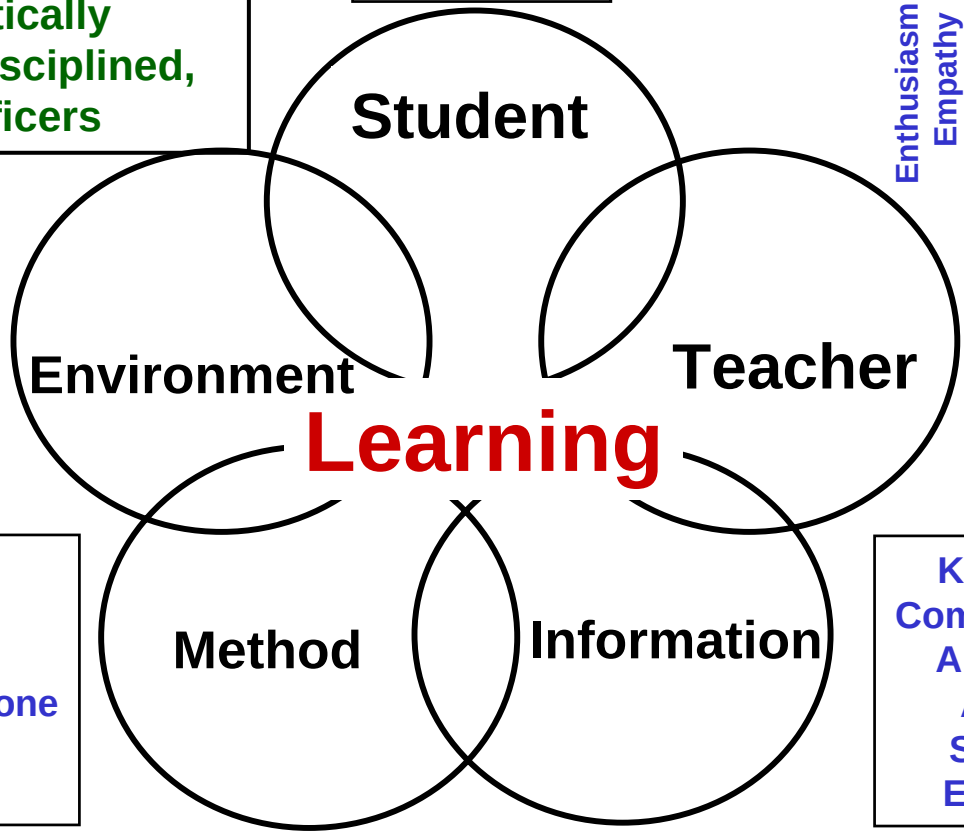
- Goal
- Components
- Aspects
- Outcome

Leader development produces technically and tactically competent, adaptive, disciplined, and fit engineer officers

Intelligence
Background
Motivation
Attitude
Workload



Physical
Emotional



Dr Clark: 100 hours
T/S Ratio
Constructivism
Practical Exercise / Capstone
Media: classroom, DL, IMI, DT, reading, etc

Knowledge
Comprehension
Application
Analysis
Synthesis
Evaluation

Leader development produces technically and tactically competent, adaptive, disciplined, and fit engineer officers

Developing Adaptive / Agile Leaders

"Conditions / Aspects" for agile / adaptive leaders in the field:	"Conditions / Aspects for agile / adaptive leaders in training:
Teamwork Culture Mentality / Attitude Understand Intent Technical base	Mentorship Life Long learning "Indoctrination" Depth then Width Technical foundation
Crucible	Prep for the Crucible

Engineer Officer Education System

- AC Resident: 20 Weeks
  - Common Core
  - Branch Tactical and Technical Training
  - Combined Arms Staff Training
  - Functional Modules

- Resident: 16-19 Weeks
- Resident: 40 Weeks
- Resident: 40 Weeks
- Resident: 2-5 Weeks
- Resident: 40 Weeks

Pre-Comm
OBC
CCC
OAC + CAS
CGSOC
SAMS
PCC
AWC

2LT | CPT | MAJ | LTC | COL

Year 4-6 | Year 10-12 | Year 16-22 | Year 18-22

BOLC
Phase I
Phase II
Phase III
ECCC
ILE
SAMS
PCC
AWC

- Resident: 16-19 Weeks
- Resident: 40 Weeks OPCF 14-17 wk OTO
- Resident: 40 Weeks
- Resident: 2-5 Weeks
- Resident: 40 Weeks

Universal Attendance

Selective Attendance

Officer Education System – Lieutenants

Engineer Officer Basic Course (EOBC)
[Basic Officer Leader Course (BOLC)]

- 10-12 resident classes per year
- 17 weeks in length
- 5.5 days per week
- 8 - 10 hours per day
- Average class size – 65-70 officers
- Approximately 700-800 engineer students per year
- 15 students per class attend Sapper Leader Course after graduation

Small Group Instructor Implementation

- **Started NOV 04 with class 2-05**
- **End state: 4 Captains per EOBC Class (1:18 ratio)**

Engineer Officer Basic Course – 17 Week Laydown

Weeks

1 2 → 4 5 → 10 11 → 12 → 15 → 16 17

Common Core (3 wks)	Combat Engineering/Tactics (6 wks)	Bridging (1 wk)	Vertical & Horizontal Construction (3 wks)	Field Exercise (1 wk)

- **DEMOLITIONS**
- **MINE/ COUNTERMINE**
- **OBSTACLES**
- **AUTOMATED SYSTEMS**
- **INFORMATION LITERACY**
- **ROAD CONSTRUCTION**
- **MAINTENANCE PROCEDURES**
- **TACTICAL DECISION MAKING PROCESS**
- **RECON**
- **BREACHING**
- **BRIDGING**
- **AIRFIELD CONSTRUCTION**
- **GEOSPATIAL ENGINEERING**
- **ROUTE CLEARANCE**
- **FIELD FORTIFICATIONS**

WORKING KNOWLEDGE of PLATOON WARFIGHTING SKILLS

Officer Education System – Lieutenants

Engineer Officer Basic Course – BOLC Model

Phase I

Varies

Phase II

Ft Benning
Ft Bliss
Ft Knox
Ft Sill

6 Weeks

Phase III

IN	AR	FA	AV
AD	EN	MP	CM
SC	MI	TC	MS
QM	OD	AG	FI

13 Weeks

Functional Training (ABN/Ranger, Scout Leader, Sapper Leader) JGOC

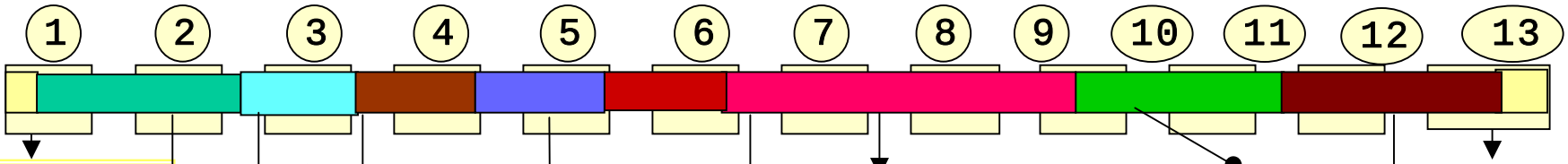
First Unit Assigned

Pre-commissioning
USMA 48 Months
ROTC 24-48 Months
OCS 14 Weeks
- **common skills**
- **basic soldier skills**
- **providing a common warrior training experience**

Field Leadership Laboratory
- **80-90% Field Training**
- **Rigor and toughness**
- **Small unit leadership & tactical skills**

Branch Training 13 WEEKS
- **ENG Leader Skills (2 weeks)**
- **Digital Training (1 week)**
- **Bridging (1 week)**
- **Demolition/ IED (1 week)**
- **Assured Mobility (1 week)**
- **ENG Tactics/ FEF (3 weeks)**
- **Construction (2 weeks)**
- **GWOT training (1 week)**
- **STX/FTX (1 week)**

Engineer BOLC III



Inprocessing

Engineer Ldr Skills

(2 weeks)

- Logistics
- Maintenance

Digital Overview

(1 week)

Bridging

(1 week)

- Standard Military Bridging
- Non-standard Fixed Bridge Classification
- Engineer Technical Recon
- River Crossing Ops
- River Crossing PE

Demolitions

(1 week)

- Basic Demolitions
- Charge Calculations
- Demolitions Range

Assured Mobility

(1 week)

- Obstacles
- Landmine/ IED Detection/ Clearance
- Explosive Battle Hazards ID
- Urban Breaching

Basic Tactics

(3 weeks)

- Engineer Planning
- Geospatial Engineering
- Urban Combined Arms Ops
- River Crossing Ops

Basic Construction

(2 weeks)

- Earthmoving Ops
- Drainage
- Road & Airfields
- Structures/Utilities
- Concrete
- Project Management/TCMS
- Force Protection

Outprocessing

Sapper STX/FTX

GWOT

(2 weeks)

- Basic Combat Engineering
- Engineer Technical Recon
- Bridge Classification
- Route/Area Clearance
- Combat Construction
- Tactical Obstacles
- Assembly Areas
- Urban Breaching
- Engineer Recon
- IED Detect/ Defeat
- Base Camp Ops
- TOC Operations

Officer Education System - Captains

Engineer Captains Career Course (ECCC)

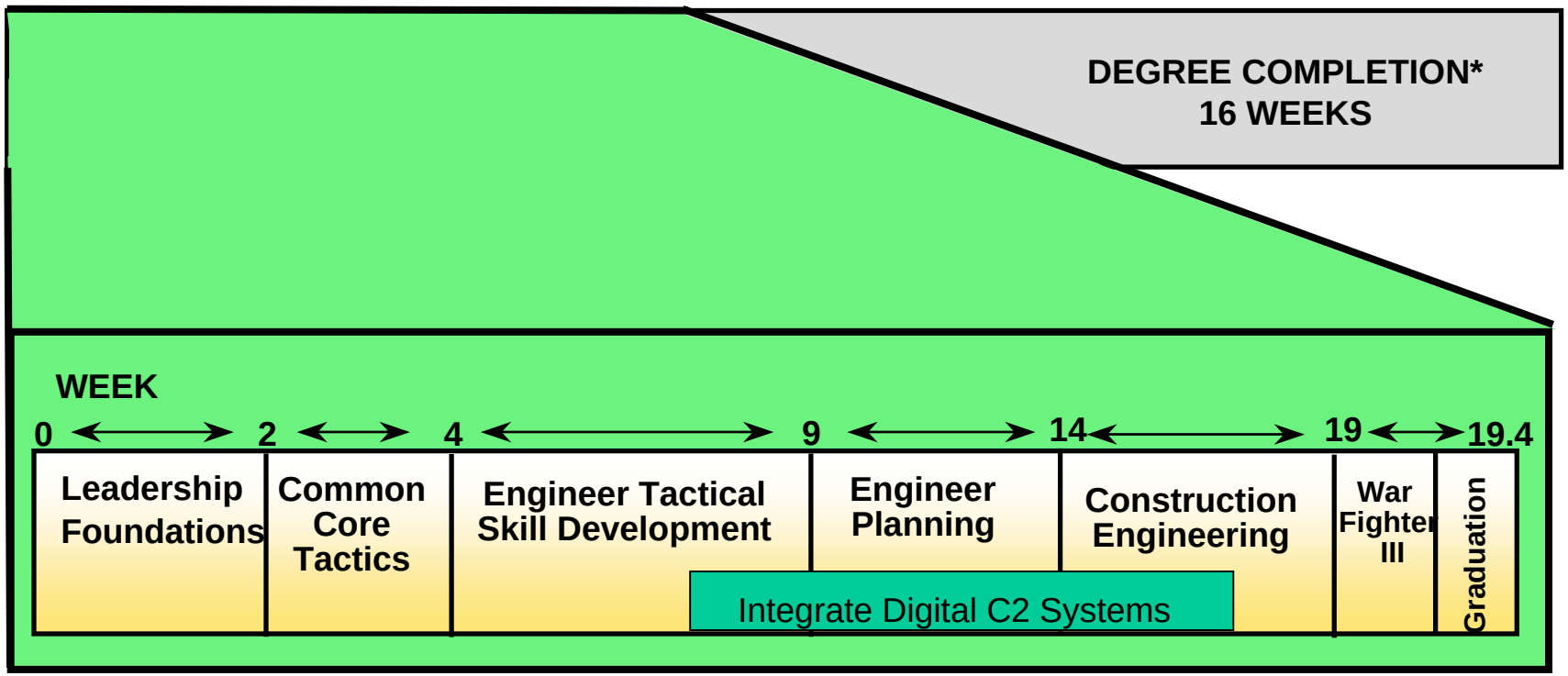
- 4 resident classes per year
  - 19 weeks / 4 days in length
  - Average class size – 50-60 officers
  - 5 days per week, 8-10 hours per day
- 5 resident classes per year (reserve officers)
  - Phase I: Correspondence
  - Phase II: Residence (2 weeks in length)
  - Average class size – 50-60 officers
  - 6 days per week, 10 hours per day
- 40-50% of instruction is in small groups (1:16)

Engineer Captains Career Course

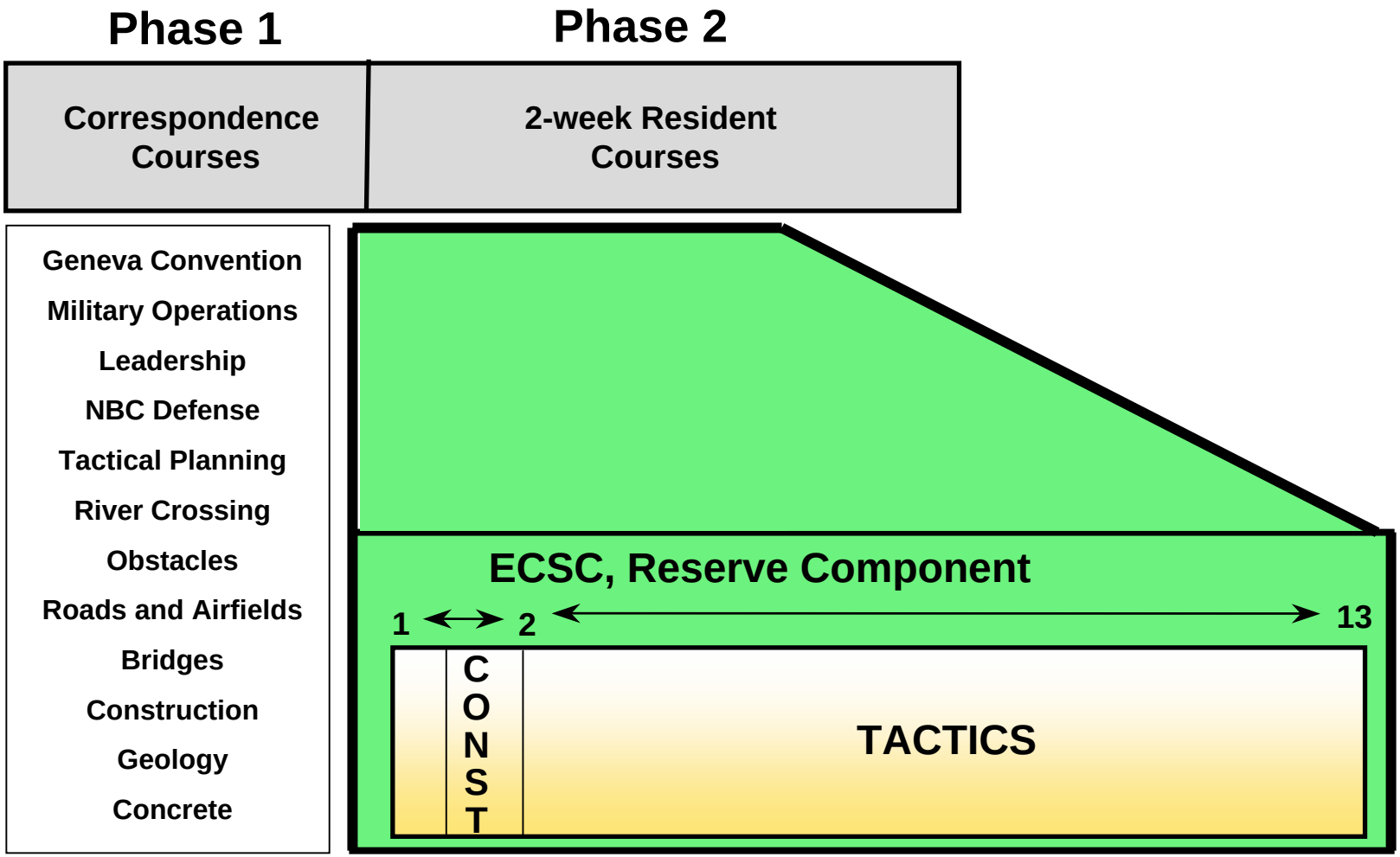
ECCC 19 Weeks / 4 Days	DEGREE COMPLETION* 16 WEEKS (Optional) 120 Students per year

*** UMR (University of Missouri – Rolla), UMSL (University of Missouri -St Louis), Webster University. (Selecting this option incurs a 2 year Active Duty Service Obligation)**

Engineer Captains Career Course

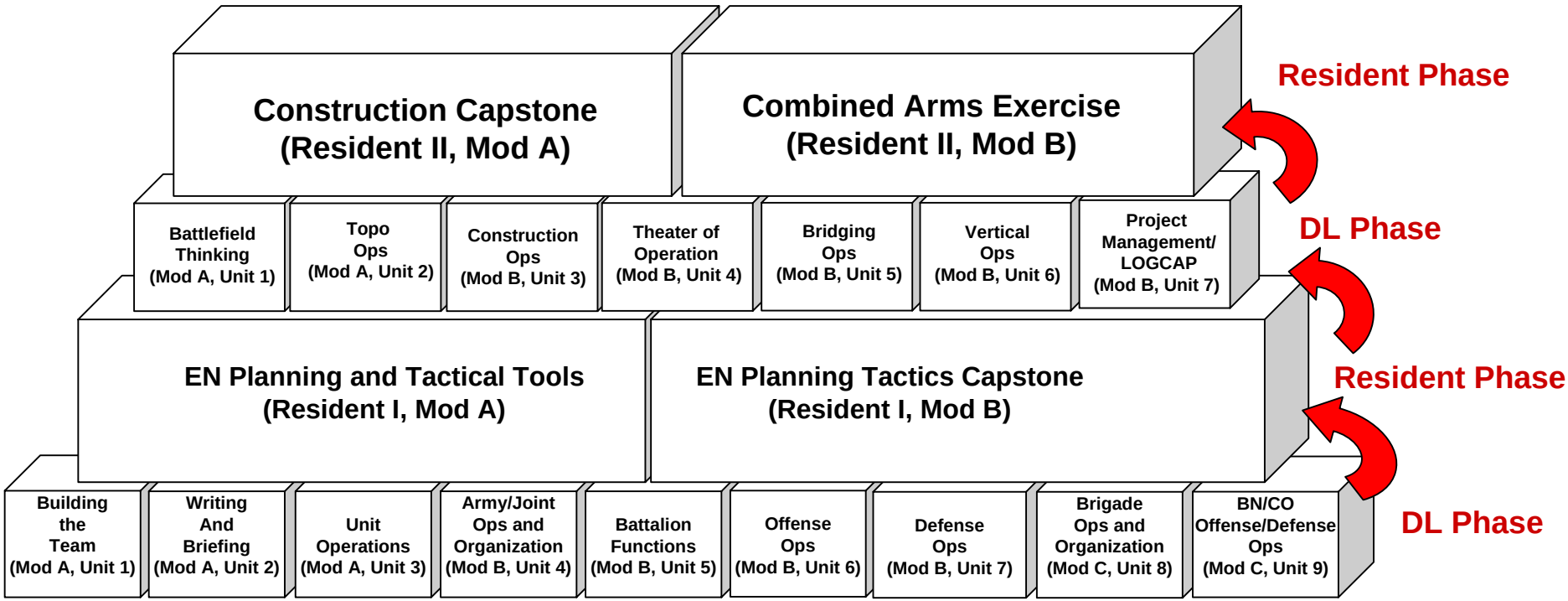


Engineer Captains Career Course
(Reserve Component)



Redesign of Engineer Captains' Career Course-RC:

<u>Tomorrow:</u> DOTLD is building a DL product that replaces Phase I of ECCC-RC and serves as the foundation for both Enhanced Learning and Reach so that leader training and education is significantly improved fielding this capability not later than summer '06.



Modular design provides Reach capability to the field and Enhanced Learning opportunities for the School.

Engineer Captains Career Course
(Reserve Component)

Day(s)	1	2	3	4	5	6	7	8	9	10	11	12	13
	Project Management TCMS	MDMP OPFOR	APFT Terrain Anal	Threat Integration Info Preparation of the Battlefield	COA Dev / Comparison Fire Spt		SOEO EBA Def Ops	Off Ops (Urban)	Exam	MDMP PE WFL		TEWT	Oral OPORD

Construction:
To enable students to plan the design, materiel procurement and construction of roads, airfields, bridges, and supporting facilities in theater of operations. Construction is taught primarily via Distance Learning in Phase One.

Tactics:
To provide students with the knowledge on U.S. Army defensive and offensive tactical doctrine and supporting engineer operations which will prepare them for assignments in a combat engineer battalion or combat heavy battalion supporting divisional brigade tactical operations.

Masters Degree Program

1. University of Missouri at Rolla (UMR) (MS):
   - Engineering Management — 4 programs / year
   - Environmental Engineering — 1 program / year
   - Civil Engineering — 2 programs / year
   - Geology & Geophysics — 4 programs / year

2. University of Missouri at St. Louis (UMSL) (MS):
   - Public Policy & Admin — 1 program / year

3. Webster (MA):
   - Public Admin — 4 programs / year

- 15 Credit Hours for ECSC
- 60% of active duty ESCS students enroll
- Adds a two year Active Duty Service Obligation (ADSO)

Officer Education System - Warrant Officers

Warrant Officer Basic Course (WOBC)
Warrant Officer Advanced Course (WOAC)

Warrant Officer Military Occupational Specialties:

- 210A – Construction Engineering
  - WOBC
    - 1 class per year
    - 12 weeks long
    - 2-6 students per class
  - WOAC
    - 2 classes per year
    - 7 weeks long
    - 2-6 students per class
- 919A – Engineer Equipment Maintenance

WOBC/WOAC 210A Technical Training

- Soils Engineering
- Vertical Construction Overview
- Project Management
- Theater Construction Management System (TCMS)
- Force Protection
- Introduction to Utility Systems Operations
- Theater of Operations (T/O) Water Design
- T/O Waste Treatment and Disposal
- T/O Electrical Design
- Deployable Medical Systems (DEPMEDS)
- Prime Power/Force Provider Overview

210A Assignments

- **Prime Power**
- **Combat Support Hospital**
- **Theater Staff**
- **UA**

Officer Education System
Pre-Command Course (PCC)

Two weeks of training provided to Lieutenant Colonels and Colonels about to take command.

- Provides a current “State of the Engineer Regiment” from Senior Army Engineer Leaders
- Provides refresher training on engineer capabilities, doctrine and organization
- Provides lessons learned from recent operations

“Best before FT Leavenworth Portion”

4 Classes per year
3-20 Students per class

“I wish I had taken the full course”

PCC Training Highlights
T3 Focus

- OIF/OEF Lessons Learned
- Engineers in the Future Force
- Doctrine Development
- Geospatial Engineering
- Counter-Explosives Hazard
- Transformation
- Force Structure
- Humanitarian Demining
- Maintenance

BTB Cdr's Breakout Session

- Construction Engineering
- Combat Engineering
- Engineers in Offense
- Engineers in Defense
- Engineers as Infantry
- Officer/Enlisted Personnel Management
- Lessons Learned at Training Centers
- VTC with Chief of Engineers